



**CHUAN HUP
HOLDINGS
LIMITED**

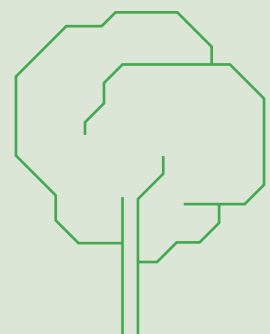
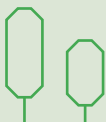
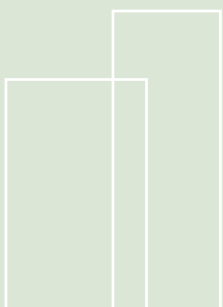


SHAPING OUR FUTURE

SUSTAINABILITY REPORT 2021

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STATEMENT FROM OUR BOARD [102-14]

DEAR STAKEHOLDERS,

The Board and Management team are pleased to present Chuan Hup Holdings Limited (“Chuan Hup”, the “Company” or the “Group”)’s fourth Sustainability Report for the financial year ended 30 June 2021 (“FY2021”). This report is focused on how the group has identified, managed and measured the management of Environmental, Social and Governance (“ESG”) issues pertinent to the Group. With the COVID-19 pandemic still having a major impact on the economic landscape, the Group remains focused on achieving its long-term sustainability goals and addressing the concerns of stakeholders.

ESG FOCUS

The Board and Management team take an active role in ensuring the Group’s ESG focus is aligned with the interest of both our internal and external stakeholders. Through collecting stakeholder feedback from a variety of formal and informal channels, the Group has identified four key material topics and one additional topic and Chuan Hup has put in place policies and practices to address these ESG concerns. The Management oversees the implementation of these practices and provides regular reports to the Board on such ESG matters.

Although the current focus has been on dealing with the immediate impact of the COVID-19 pandemic, the Group has recognised that many of the pandemic-related ESG practices can positively impact the way in which we work in the long term. For instance, the adoption of new digital solutions out of necessity during the pandemic has a long-term impact of increasing the efficiency in which tasks are completed by our employees.

GROWTH WITHIN THE ADVERSITY

Though the COVID-19 pandemic slowed global growth in early 2020, precautionary safety measures implemented by governments have allowed space for some recovery. In 2020, the Group partnered Australian leading property development companies to acquire and develop new development land sites in both western and eastern Australia. The Group believes that the development projects will not only expand its footprints in Australia, but will also enable the Group to further build much resilience and sustainable earnings for its future business developments and growth.

OUTLOOK

The pandemic has impacted the global office rental market, which is expected to recover gradually. Moreover, continued border closures and travel restrictions will affect the Group in sourcing and evaluating new overseas investment opportunities. Against the backdrop of uncertainties in the global economy from the resurgence of transmissions of COVID-19 variants and risks from trade and geopolitical tensions, the Board and Management team will continue to monitor the operating environment and exert cautiousness in assessing any new investment opportunity that may arise.

For more details on our approach to addressing the COVID-19 pandemic, please refer to our Board statement in the annual report. As Chuan Hup continues its journey in ensuring the long-term sustainability of our business, we appreciate the support that our stakeholders have provided us in these challenging times.



ABOUT THE REPORT

REPORTING FRAMEWORK [102-46][102-54]

This report has been prepared in accordance with the Global Reporting Initiatives (“GRI”) Standards (2018) – ‘Core’ option. The standard has been selected as a framework for reporting because it offers a standardised approach in disclosing material sustainability matters. We have applied the GRI Reporting Principles for Defining Report Content and Quality throughout the report. Reference has also been drawn from the SGX-ST Practice Note 7.6 in meeting the primary components as set out in the SGX-ST Mainboard Listing Rule 711(B).

REPORTING PERIOD AND SCOPE [102-50][102-51][102-52]

Chuan Hup has adopted a phased approach towards sustainability reporting. This report covers the sustainable practices of Chuan Hup’s investment holding business and the performance relating to issues from Chuan Hup’s operations. As Chuan Hup itself is not an operating company, the report does not consider issues which may be relevant for investee companies at their local operations or subsidiaries. This report outlines our sustainability journey and details the approach in managing material sustainability matters identified as part of the Group’s operations for the period of 1 July 2020 to 30 June 2021 (“FY2021”) on an annual reporting cycle. Where applicable, one year of historical performance data has been included for reference.

INDEPENDENT ASSURANCE [102-56]

While we have not sought external assurance for this report, we will work towards doing so as our reporting matures over time.

FEEDBACK [102-53]

We welcome feedback from all stakeholders on our Sustainability Report. For any queries or comments on this report, please contact corpsec_legal@chuanhup.com.sg.



ABOUT CHUAN HUP

[102-1][102-2][102-3][102-4][102-5][102-6][102-7]

Chuan Hup Holdings Limited (“Chuan Hup” or “the Group”) is an investment company with a diversified portfolio of strategic investments which includes investment properties and property developments (based on Annual Report 2021) in Singapore, Australia and the Philippines, as well as equity investments.

Founded in 1970, Chuan Hup began as a tug and barge service provider to PSA Corporation in Singapore. Through the years, Chuan Hup has its reputation as one of the leading owners and operators of marine logistics to the resource industry.

Following its listing on the Mainboard of the Singapore Exchange Securities Trading Limited (“SGX-ST”) in 1983, Chuan Hup diversified its business footprint to include property development and electronics manufacturing services under the then Sesdaq-turned-Mainboard listed PCI Limited (“PCI”).

In 2005, Chuan Hup divested its interests in the marine logistics business with a 29.1% out of a total interest of 52.8% in CH Offshore Ltd (“CHO”) to Scomi Marine Berhad (“Scomi”), for a consideration in cash and 28.9% interest in Scomi. In 2011, the Group divested all of its interests in Scomi. Subsequently, in 2015, the Group divested its remaining stake of 24.67% in CHO. With this, Chuan Hup had divested all of its interests in the marine logistics and oil & gas sector.

In 2019, Chuan Hup divested all its interests in PCI thereby exiting the electronic manufacturing sector.

With over two decades of experience in the property development sector, Chuan Hup has marked several milestones locally and in the Asia Pacific region. Starting off with its first residential project in Singapore in 1999, Chuan Hup then ventured overseas to invest in property development projects in Australia and the Philippines through strategic joint ventures with in-country local partners.

In Australia, Chuan Hup’s associate, Finbar Group Limited, is recognised as a leading developer of residential apartment homes in Western Australia where the Group has on-going development projects with. As announced on 12 July 2021, the Group has formed a joint venture with Siera Group in Queensland to acquire and develop a development land site located in Surfers Paradise, Queensland. This new partnership has expanded its footprint in Australia where the Group hopes to see more projects in time to come.

In the Philippines, Chuan Hup’s associate Keyland Ayala Properties Inc., is both a developer and owner of prime real estate in the central business district of Makati.

In 2014, Chuan Hup decided to build a portfolio of investment properties with the objective of long-term recurring rental income by acquiring three floors of office space in GB Building. The acquisition of one floor of office space in The Central was later added to its portfolio in 2019.

With a focus on delivering long-term sustainable growth, Chuan Hup will continue to explore investment opportunities to generate sustainable returns and value for its stakeholders.



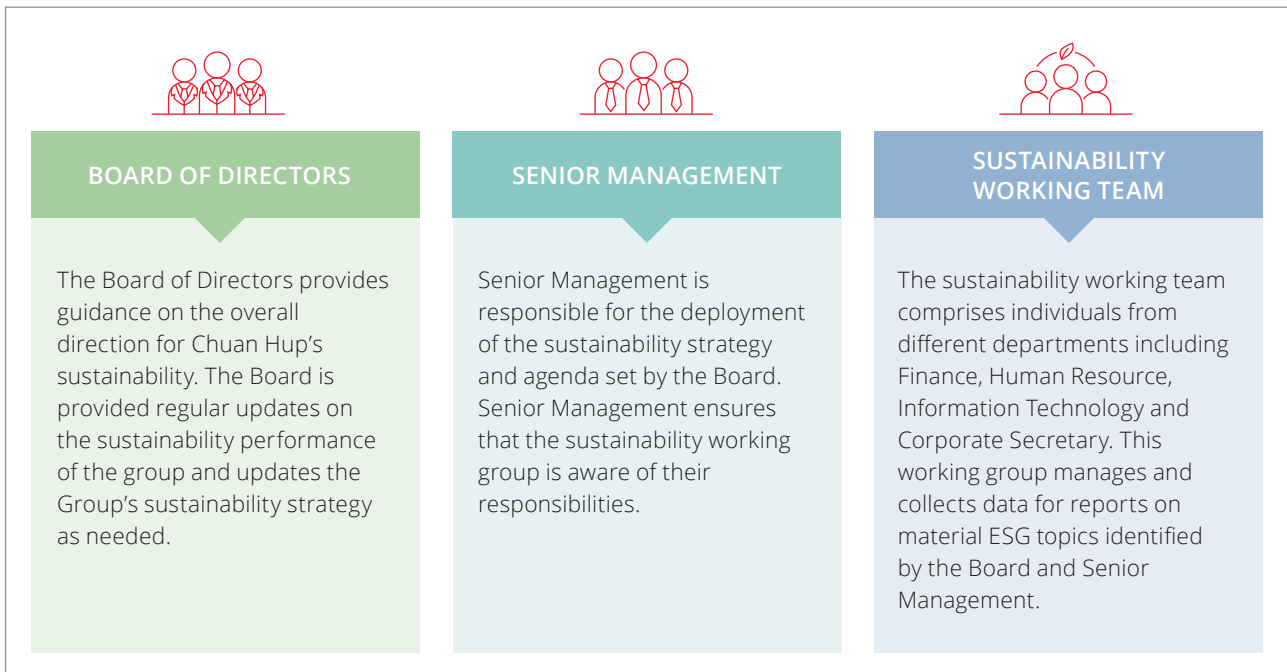
SUSTAINABILITY APPROACH

Chuan Hup addresses sustainability matters effectively and consistently creates corporate values through a systematic approach.

SUSTAINABILITY GOVERNANCE [102-18]

At Chuan Hup, the Board of Directors decides on the strategy and provides the overall direction and supervision of Senior Management on matters pertaining to ESG issues. Senior Management is responsible for the deployment of key sustainability policies and practices within Chuan Hup's operations and provides regular updates on the performance of key ESG metrics to the Board. The Board and Senior Management work in tandem to ensure that all relevant ESG matters are incorporated into policy planning and business strategy and that the corporate's obligations to stakeholders are fulfilled.

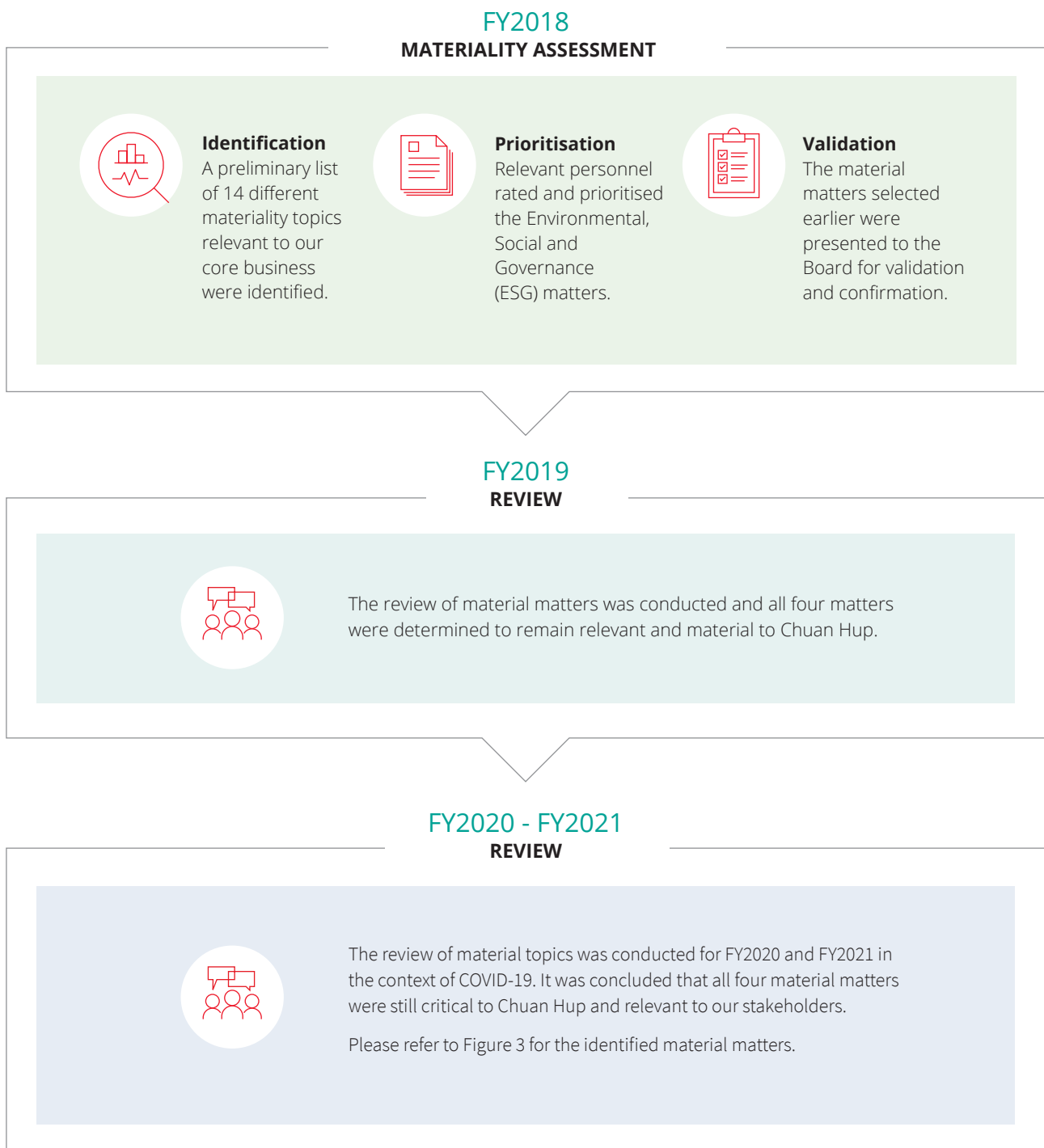
Figure 1. Our sustainability governance structure



MATERIALITY ASSESSMENT [102-47]

To adequately address the sustainability concerns of our stakeholders, Chuan Hup maps the materiality matrix by identifying material topics of most relevance and significance to stakeholders and their impact on corporate sustainability development. The first materiality assessment was conducted in 2018, when four material matters and one reporting matter were identified as summarised in Figure 3. These matters were re-examined on a yearly basis and were found still relevant to Chuan Hup. Moving forward, Chuan Hup will continue to monitor these material matters to ensure that they remain relevant and material.

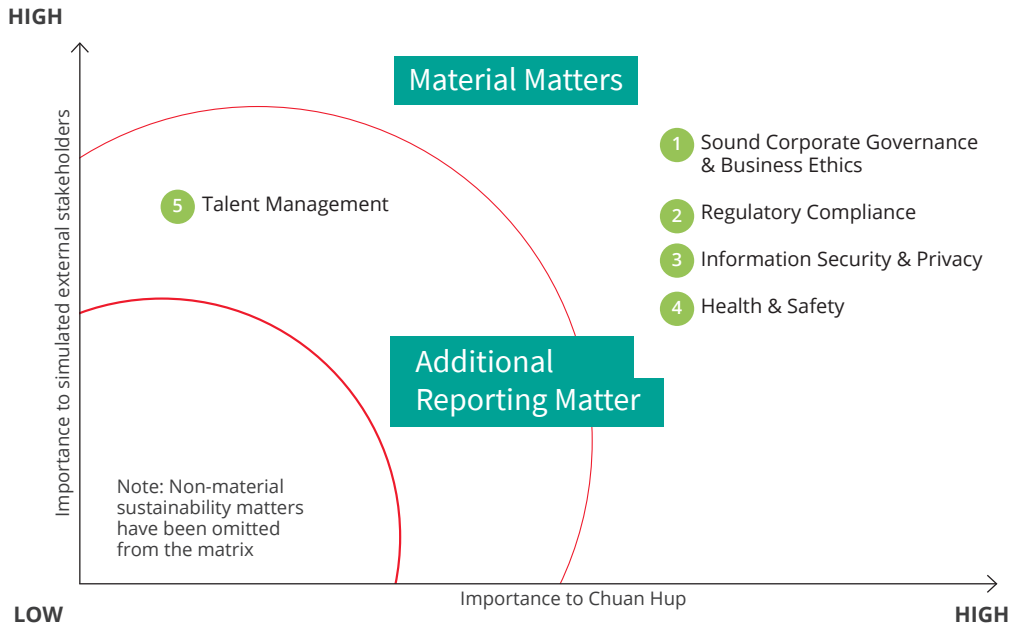
Figure 2. Steps in our Materiality Assessment





SUSTAINABILITY APPROACH (Cont'd)

Figure 3. Chuan Hup's Materiality Matrix



MATERIAL MATTERS	MAPPED GRI STANDARDS TOPICS	TOPIC-SPECIFIC DISCLOSURES
Sound Corporate Governance and Business Ethics	GRI 102: Ethics and Integrity, Governance GRI 205: Anti-corruption	205-3 – Confirmed incidents of corruption and actions taken
Regulatory Compliance	GRI 307: Environmental compliance GRI 419: Socioeconomic compliance	307-1 – Non-compliance with environmental laws and regulations 419-1 – Non-compliance with laws and regulations in the social and economic area
Digitalisation & Information Security	Non-GRI ¹	Non-GRI – Substantiated complaints concerning breaches of privacy and loss of organisation's data
Health & Safety	GRI 403 (2018): Occupational Health & Safety	403-9 – Work-related injuries 403-10 – Work-related ill health

ADDITIONAL REPORTING MATTER	MAPPED GRI STANDARDS TOPICS	TOPIC-SPECIFIC DISCLOSURES
Talent Management	GRI 404: Training and Education	404-1 – Average hours of training per year per employee 404-2 – Programmes for upgrading employee skills and transition assistance programmes 404-3 – Percentage of employees receiving regular performance and career development reviews

¹ GRI 418: Customer Privacy is not applicable to Chuan Hup as we do not have any business relationships with customers.

STAKEHOLDER ENGAGEMENT [102-40][102-42][102-43][102-44]

Given the rapid development of global investment businesses in the past few years, it is important for investment companies to fully understand and be in tune with the expectations and concerns of their stakeholders. Stakeholder engagement has become a pertinent topic, especially during the prolonged period of the COVID-19 pandemic.

Chuan Hup has a formalised approach to gathering feedback from and communicating with key stakeholders on sustainability and business issues. Figure 4 provides a brief overview of the concerns of our key stakeholder groups and the approach that we have taken to manage them. Consistent engagement promotes the timely management of risks and opportunities that arise.

Figure 4. Summary of Chuan Hup's Stakeholder Groups and how their concerns are managed

 SHAREHOLDERS	 GOVERNMENT	 COMMUNITY	 EMPLOYEES
Relevance to Chuan Hup: <ul style="list-style-type: none"> - Impacting the financing of the corporate - Benefiting back from sound decision-making 	Relevance to Chuan Hup: <ul style="list-style-type: none"> - Impacting the action of Chuan Hup through policies and regulations 	Relevance to Chuan Hup: <ul style="list-style-type: none"> - Impacted by Chuan Hup's social, economic and sustainable activities - Chuan Hup's reputation and brand awareness built through the community 	Relevance to Chuan Hup: <ul style="list-style-type: none"> - Impacting work productivity, thus Chuan Hup's operation quality and business success - Career development and personal fulfillment affected by Chuan Hup
Key concerns: <ul style="list-style-type: none"> - Stable and long-term growth - Sustainable returns to the business 	Key concerns: <ul style="list-style-type: none"> - Compliance with law and regulations 	Key concerns: <ul style="list-style-type: none"> - Good and responsible business that contributes back to society in a meaningful way 	Key concerns: <ul style="list-style-type: none"> - Fulfilling career - Competitive wages - Safe working environment
COVID-19 specific concerns: <ul style="list-style-type: none"> - Business resilience to the shock posed by COVID-19 	COVID-19 specific concerns: <ul style="list-style-type: none"> - Adherence to new workplace safe distancing guidelines by the government 	COVID-19 specific concerns: <ul style="list-style-type: none"> - Maintenance of support for community initiatives despite challenges posed by COVID-19 	COVID-19 specific concerns: <ul style="list-style-type: none"> - Job security - Workplace flexibility - Enhanced safety protocols in the office to prevent the spread of COVID-19
Our approach and engagement platforms: <ul style="list-style-type: none"> - Reporting of performance of the business through the annual report - Release of financial results, announcements and other relevant disclosures through SGXNet and the Chuan Hup website - Reporting of sustainability policies and practices through the sustainability report - Board Meetings - Annual General Meeting (AGM) - Extraordinary General Meeting (EGM) 	Our approach and engagement platforms: <ul style="list-style-type: none"> - Regular revision of written policies to ensure compliance of applicable laws and regulations - Adoption of tools and guidelines from government portal - Timely submission of statutory contributions and declarations - Implementation of safe distancing practices in the workplace 	Our approach and engagement platforms: <ul style="list-style-type: none"> - Giving back to society through programmes and activities focused on youth and education and supporting charitable causes - Provision of financial support for programmes 	Our approach and engagement platforms: <ul style="list-style-type: none"> - Regular training programmes - Yearly performance review - HR policies - Providing timely updates on COVID-19 specific working arrangements
Frequency of engagement: <ul style="list-style-type: none"> - Regularly 	Frequency of engagement: <ul style="list-style-type: none"> - Regularly 	Frequency of engagement: <ul style="list-style-type: none"> - Regularly 	Frequency of engagement: <ul style="list-style-type: none"> - Regularly

OUR GOVERNANCE




CORPORATE GOVERNANCE, BUSINESS ETHICS AND COMPLIANCE TO LAWS ^[103-1]

Chuan Hup sets out, respects and commits to maintaining a high standard of corporate governance and business conduct to safeguard the interests of its stakeholders and advance our corporate reputation. Any non-compliance to applicable laws and regulations or breach of trust can cause operational disruption, huge financial loss and serious reputation damage, thus a further loss of existing or potential clients and opportunities. Chuan Hup has paid close attention to any regulatory changes that have occurred, especially in relation to the management of COVID-19, to ensure that we remain in compliance with requirements. Chuan Hup's Board of Directors is directly responsible for the implementation and management of policies and practices on corporate governance.

POLICIES AND PRACTICES ^{[102-16][103-2][103-3]}

It is mandatory for all employees to adhere to Chuan Hup's Corporate Governance policies and practices as summarised in Table 1. To ensure compliance, all employees are required to submit an annual declaration of non-conflict of interest with the Company's business.

Table 1. Summary of Chuan Hup's Corporate Governance Policies

POLICIES/PRACTICES	DESCRIPTION
Policy on Work Ethics 	All employees are always expected to adhere to a high standard of personal conduct and not to engage in any activities or interests that conflict with any of the Group's business. This policy covers the following elements: <ul style="list-style-type: none"> • General conduct • Management of data and intellectual property • Anti-corruption (conflict of interests, prohibition, non-solicitation)
Whistleblowing Policy 	The policy serves to encourage and provide a channel to employees of the Company and any other persons to report in good faith and in confidence, without fear of reprisals, concerns about possible wrongdoing, or breach of applicable laws, regulations, policies or other matters.
Internal Code on Dealing in Securities 	Chuan Hup's internal code on securities trading sets out the implications of insider trading and provides guidance and internal regulation on dealings in the Company's securities by its Directors and employees.

Chuan Hup conducts internal and external audits regularly to review the company policies and practices and to reinforce our commitment. Feedback from all stakeholders during Annual General Meetings and Extraordinary General Meetings are communicated to Senior Management to further enhance and improve the Company's business operations. Also, to ensure alignment with all regulatory requirements, the Directors and Senior Management have attended seminars on changes to the Code of Corporate Governance and SGX Listing Rules.

More detailed corporate governance practices are set out in our Corporate Governance Report, found in pages 22 to 34 of Chuan Hup's 2021 Annual Report, with specific reference to the principles of the Code of Corporate Governance 2018.

TARGET AND PERFORMANCE [205-3][307-1][419-1]

During the reporting period, there were no cases of corruption and non-compliance with environmental and socioeconomic laws and regulations. Chuan Hup will continue to maintain this high standard of corporate governance by constantly reviewing and updating our policies and procedures to best meet our needs.

**PERPETUAL TARGETS
FY2020 & FY2021**

✓ **ACHIEVED**



ZERO
reported incidents
of corruption and
fraud yearly



ZERO
non-compliance with
laws and/or regulations
resulting in significant
fines, yearly

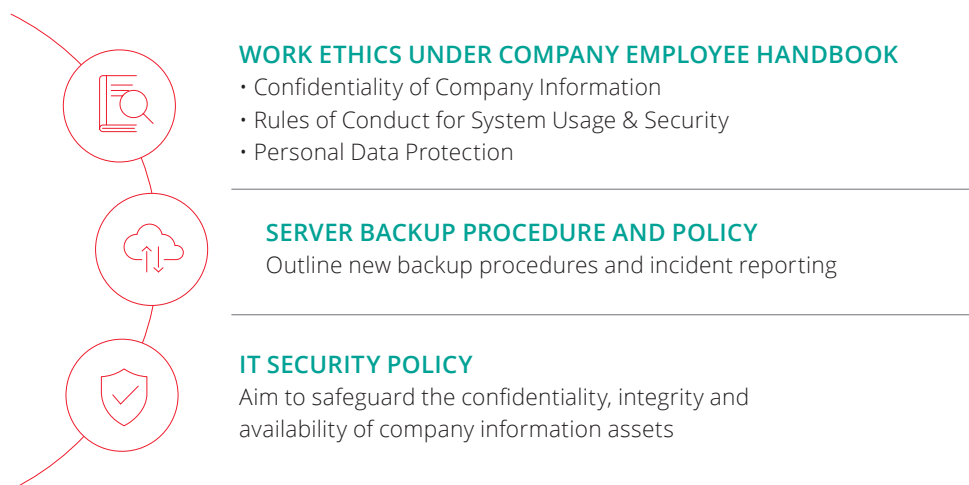
DIGITALISATION AND INFORMATION SECURITY [103-1]

As a result of the COVID-19 pandemic, businesses were required to explore and accelerate digital capabilities to support alternative work arrangements such as remote working. Chuan Hup started its digital transformation journey in the past year by studying the gaps in our digital infrastructure and adopting new technologies to meet the challenges arising from new working arrangements. While remote working provides employees with flexibility and safety, it also comes with risks relating to information security and privacy, which becomes increasingly complex to monitor outside of the office environment. In light of this, Chuan Hup has taken precautionary measures through enhancement of its digital security protocols and infrastructure to manage this risk.

POLICIES AND PRACTICES [103-2][103-3]

Driven by the new requirements of alternate working arrangement during the course of the COVID-19 pandemic, all employees in Chuan Hup were required to abide by the Group's digitalisation and information security policy. This is in addition to the expected personal conduct requirement listed in the Company Employee Handbook. The new rules for server backup and IT security are summarised in Figure 5.

Figure 5. Summary of Chuan Hup's Digitalisation and Information Security policy



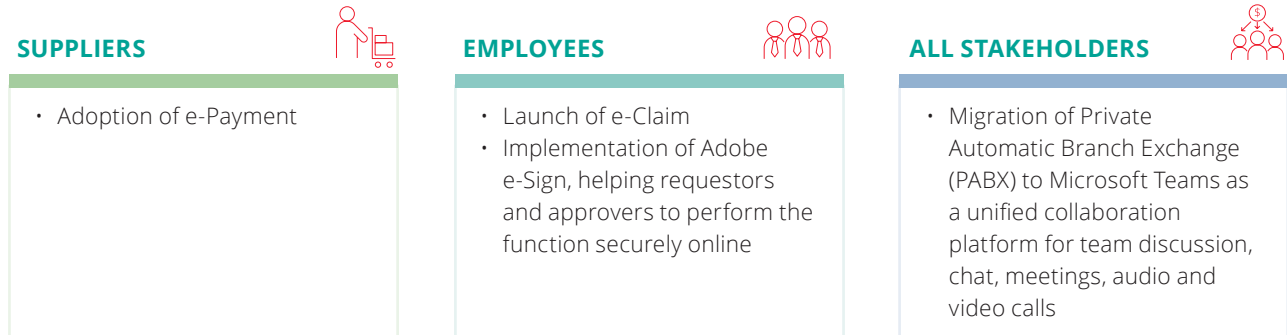
To ensure that our server works properly and efficiently, we conduct real-time server health monitoring and review the server's performance on a monthly basis.

OUR GOVERNANCE (Cont'd)

DIGITALISATION [Non-GRI]

The onset of the pandemic and the constant change in the business environment accelerated the digital transformation journey in Chuan Hup. In FY2021, as part of our Business Continuity Plan (“BCP”) and Business Continuity Management (“BCM”), we launched digitalisation initiatives for our suppliers, employees and all stakeholders. The practices are summarised below.

Figure 6. Summary of Chuan Hup's Digitalisation Initiatives

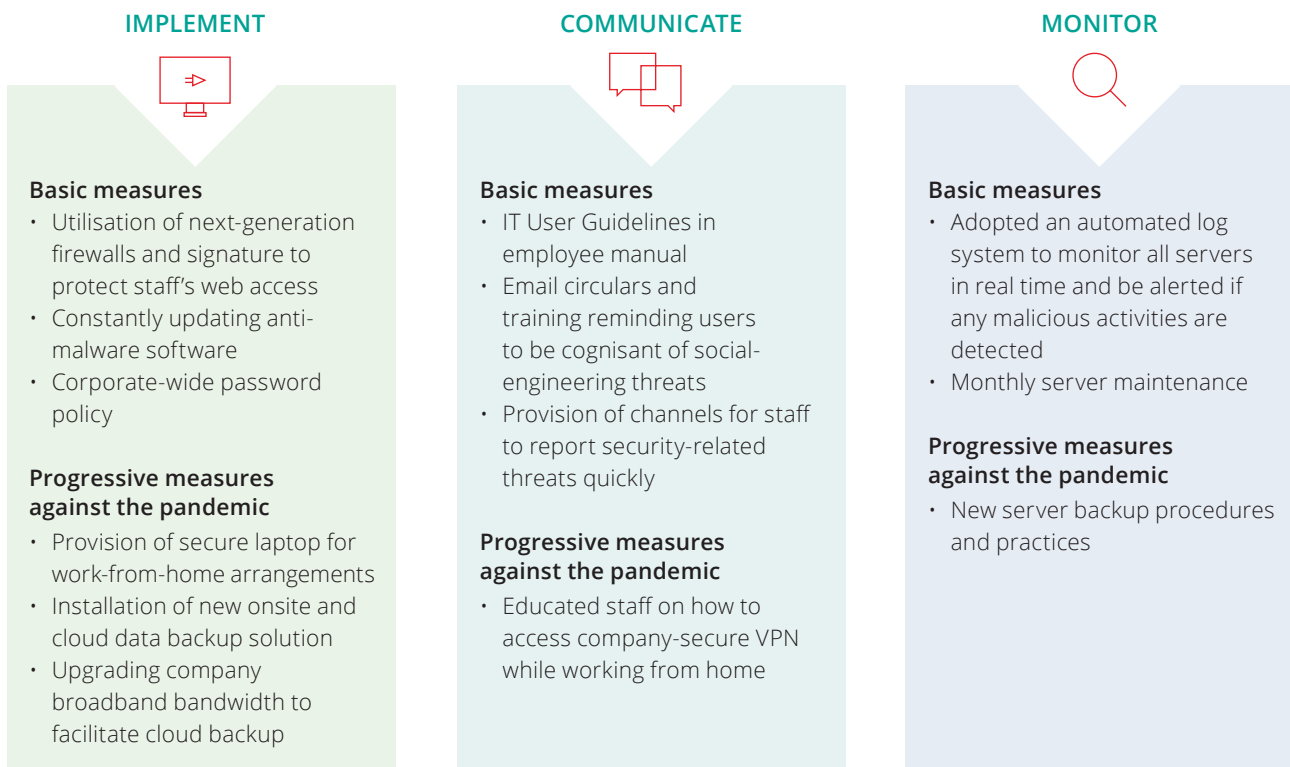


To ensure a smooth implementation and adaptation of these digital practices, our employees were accordingly provided the prerequisite training and knowledge for the utilisation of the digital tools. It is noteworthy that our digitalisation initiatives will not only expedite workflows amid the constant change in the business world, but also advance our paper-saving actions towards a low-carbon future.

INFORMATION SECURITY [Non-GRI]

Chuan Hup adopted a three-pronged approach to address the issue of information security. In FY2021, these measures had been enhanced to better meet the challenges arising from new workplace arrangements. An overview of these enhancements is summarised in Figure 7.

Figure 7. Summary of Chuan Hup's IT Security Policies and Practices



The first layer of our approach was to roll out the latest technologies and implement data management best practices to ensure protection against confidential business data theft and leakages. This included the use of firewalls, anti-malware software, storage encryption and password reinforcement for our data management infrastructure. With the onset of the pandemic, we focused on improving our data backup process, which was vital with the shift to work-from-home arrangements. This was completed through the implementation of a two-tier digital backup system – onsite with a Synology RS820 server as well as an offsite cloud-based server through a Microsoft Azure Cloud subscription. Additionally, Accounting and Human Resources (“HR”) systems have been upgraded to allow for better management of electronic documents.

Chuan Hup further communicated with our staff to ensure that they comply with all the necessary best practices. This communication was done through the Employee Handbook, Chuan Hup’s House Rules Policy and periodic email circulars. Employees were also informed how to use Virtual Private Network (“VPN”) whilst working from home. The use of a VPN is important as it ensures that only authorised individuals can access sensitive files in the server.

Finally, we constantly monitor for occurrences of malicious activities within our server and conduct monthly server maintenance to ensure that the system is kept up to date against any new threats that may compromise our systems. We had also implemented new policies to ensure that data backup procedures were conducted regularly to prevent any loss of data.

In addition to the practices stated above, we plan to improve our digitalisation and information security schemes through more specific and workable programs in the coming financial year:

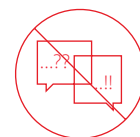
- Migration of all on-premise servers to the Cloud,
- Updating of Disaster Recovery Plan, and
- Enhancement of the authentication with two-factor authentication (“2FA”).

TARGETS AND PERFORMANCE [Non-GRI]

During the reporting period, there were no substantiated complaints with respect to breaches to our data systems. Despite the challenges to IT security resulting from work-from-home arrangements during this period, we were able to secure our data. We will continue to explore new technologies and practices to ensure that the integrity of our data is kept secure.

PERPETUAL TARGETS FY2020 & FY2021

✓ ACHIEVED



ZERO

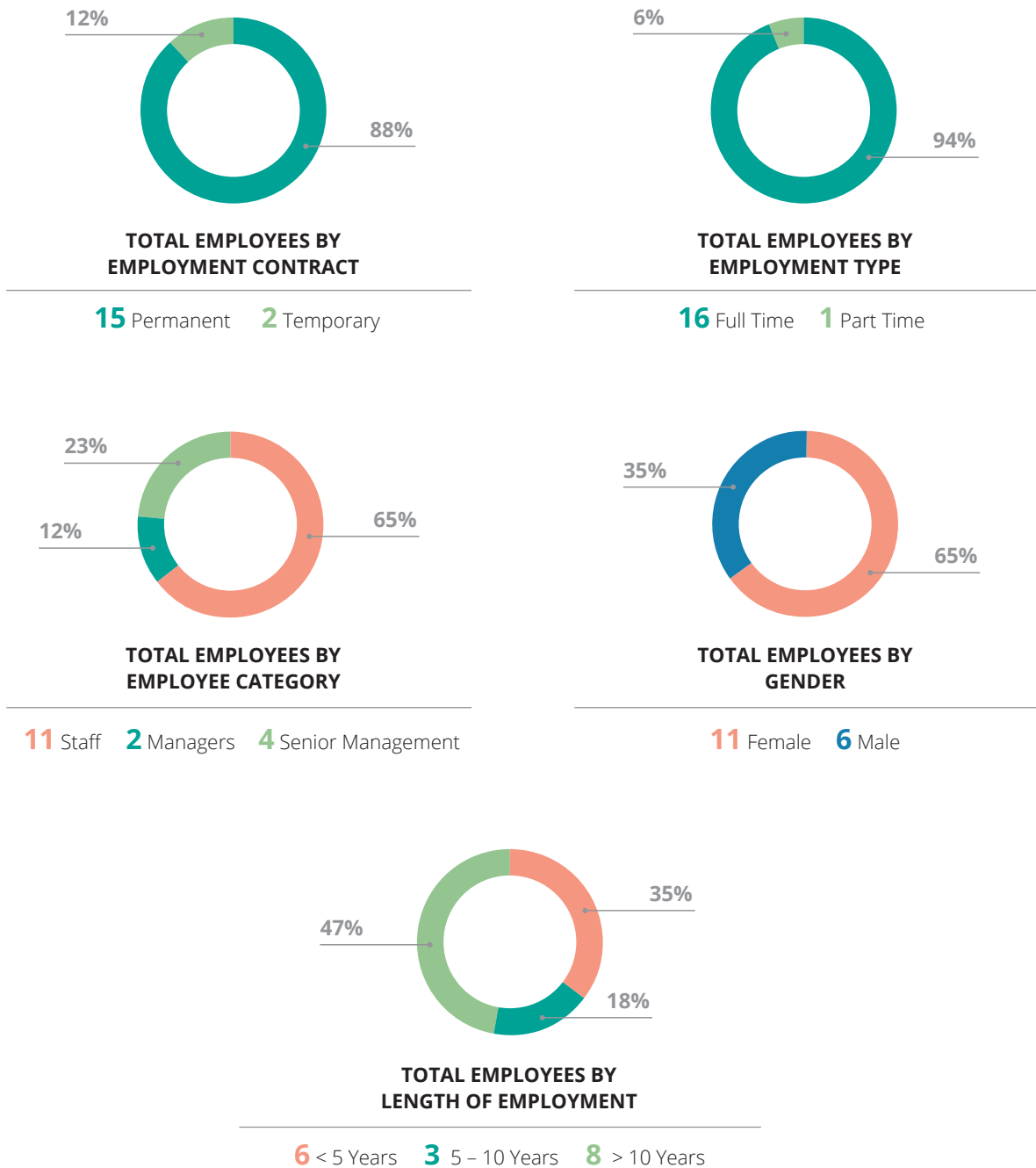
Zero substantiated complaints concerning breaches of privacy and losses of organisation’s data

OUR PEOPLE

EMPLOYEE PROFILE [102-8]

We recognise that maintaining a capable and committed workforce is the key to delivering our business strategy and ensuring our ability to grow. Therefore, we developed and retained employees with diverse skills and backgrounds and commit to providing a nurturing, inclusive and safe environment for all our employees. Chuan Hup has responsibilities to provide support to our staff, especially during the severe disruptions caused by the pandemic. Our workforce decreased slightly from 18 employees in FY2020 to 17 in FY2021. Compared to previous reporting periods, we attracted more younger employees this year as the older workforce retired. The workforce between 30 to 50 years old has been increased to 70%.

Figure 8. Employee profile by employment contract, employment type, employee category, gender and length of service in FY2021



HEALTH AND SAFETY [103-1]

The onset of the global pandemic has placed health and safety in the workplace as an imperative concern for all businesses. As an employer, we recognise that a working environment with zero incidents or accidents is in everyone's best interest. Chuan Hup is committed to protecting employees' safety, health and well-being. Whether it is through implementing safe distancing measures in the office or facilitating staff to work from home, we have taken every step to ensure that our employees are protected from the risks of the virus where possible.

POLICIES AND PRACTICES [103-2][103-3][403-6]

In FY2021, we maintained our health and safety policies and implemented best practices to ensure our workplace safety, employee health and employee well-being in consideration of the pandemic, which are summarised below.

Figure 9. Summary of Chuan Hup's Health and Safety focus



ADDRESSING THE THREAT FROM COVID-19

Throughout the pandemic, we have complied with all health and safety restrictions imposed by the government's regulations and taken cues directly from the Ministry of Manpower ("MOM")'s advisories to implement measures to reduce the spread of the virus at the workplace. Chuan Hup has focused on three primary areas to manage this epidemic – effective communication, employee welfare and digitalisation. These strategies have been summarised in Figure 10.

Effective communication was a key part of our strategy to manage our pandemic response. Through a series of emails by HR and Senior Management, employees were kept abreast of new internal policies and safe workplace guidelines by MOM. These helped to prevent any confusion that might have resulted in breaches of safe workplace guidelines by MOM. Chuan Hup also conducted a survey on employees' vaccination status to optimise safe workplace arrangements. Additionally, employees were able to reach out to HR or their managers if they had any concerns or difficulties whilst they were working from home.

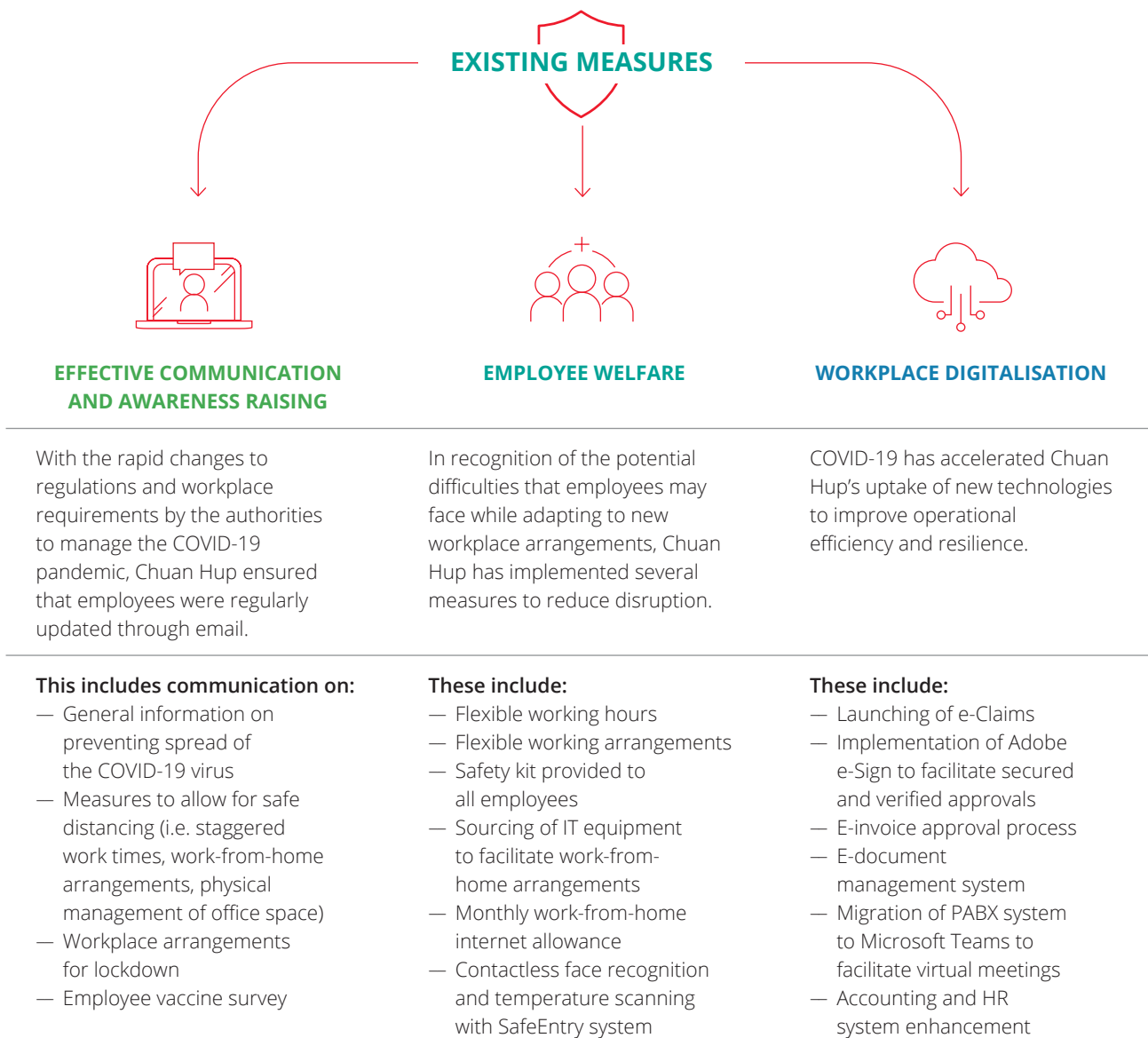
Chuan Hup also continues to enhance the benefits provided to its employees during this period. We have committed to providing employees with more flexibility in their working hours since the onset of the pandemic. All employees were provided

OUR PEOPLE (Cont'd)

with laptops and IT equipment and monthly internet allowances to make the transition to working from home a smoother process. In addition, this year we continued to provide safety kits with face masks to employees to allow them to safely work from the office. Moreover, we took advantage of contactless face recognition and temperature scanning with SafeEntry system in compliance with Safety Management Measures in the workplace.

Finally, Chuan Hup took the opportunity to digitalise several of its workplace procedures carried out by employees. This includes the implementation of e-Claims, Adobe e-Sign, e-Invoice and e-documents management. Apart from these, we migrated PABX system to Microsoft Teams to better facilitate virtual meetings and communication between stakeholders.

Figure 10. Summary of Chuan Hup's COVID-19 response



MENTAL HEALTH

Besides physical health, Chuan Hup is concerned about the mental health of our employees. Understanding the significant changes to working arrangements, Chuan Hup took a proactive approach in understanding and addressing the concerns of our employees during the past year. During our regular employee meetings, we held a sharing session with our employees to gather their feedback on working from home and the challenges that they face. These included feedback on the implementation of hybrid working models as well as personal sharing on both the benefits and challenges that they face while working from home. Through these sharing sessions, we are better able to tailor our workplace policies and allow flexibility for our employees to work in a way that does not put a strain on their physical and mental well-being.

TARGETS & PERFORMANCE [403-9] [403-10]

Chuan Hup has achieved zero work-related fatalities, high consequence injuries², injuries³, or work-related ill health cases⁴ between FY2018 and FY2020. In FY2021, we continued to maintain a safe and healthy working environment for our employees, adapting to the global pandemic situation. In addition, since FY2018, our yearly average manhours have been maintained between 2,020 to 2,080 hours. Table 2 summarised our working health and safety performance in FY2021.


Table 2. Summary of Chuan Hup's Workplace Health and Safety Performance

Performance Indicators	FY2021	
	Number	Rate
Employees	17	N.A.
Work-related Fatalities	0	0
Work-related High-consequence Injuries	0	0
Work-related Recordable Injuries	0	0
Work-related Ill Health Cases (including fatalities)	0	0
Average Manhours worked (Hours)	2,074	N.A.


In addition, we have managed to achieve a 75% participation rate for our annual health screening. This is in line with our target of greater than 70%. Moving forward, we will continue to encourage all our employees to take part in this health screening.

**PERPETUAL TARGETS
FY2020 & FY2021**

✓ **ACHIEVED**



ZERO
incidents of
injuries yearly



Achieve a
>70%
participation rate for
Chuan Hup annual
health screening

Meanwhile, our employees understand that the COVID-19 vaccination will protect ourselves and our communities efficiently and contribute to resuming activities safely, so they have actively got vaccinated since last year. In FY2021, all employees have completed the 1st dose of the vaccination and all employees will finish their 2nd dose (fully vaccinated) by Sep 2021.

² Under GRI, high-consequence injuries refer to injuries where the worker cannot, does not, or is not expected to fully recover to pre-injury health status within 6 months.

³ Injury Rate is calculated as the total number of fatal and non-fatal workplace injuries per 200,000 hours worked during the reference period.

⁴ Under GRI, work-related ill health covers, but is not limited to, occupational diseases as defined by the International Labour Organisation.

OUR PEOPLE (Cont'd)

TALENT MANAGEMENT [103-1]

Chuan Hup believes that a competent workforce could contribute to seizing opportunities as the economy charts its path towards the recovery from the impacts of the COVID-19 pandemic. We place significant emphasis on talent development and management. We are committed to attracting, managing, developing and retaining talented and excellent employees in a sustainable way. We take the effort to motivate employees and develop their skills and capabilities, helping to improve the Company's business performance.

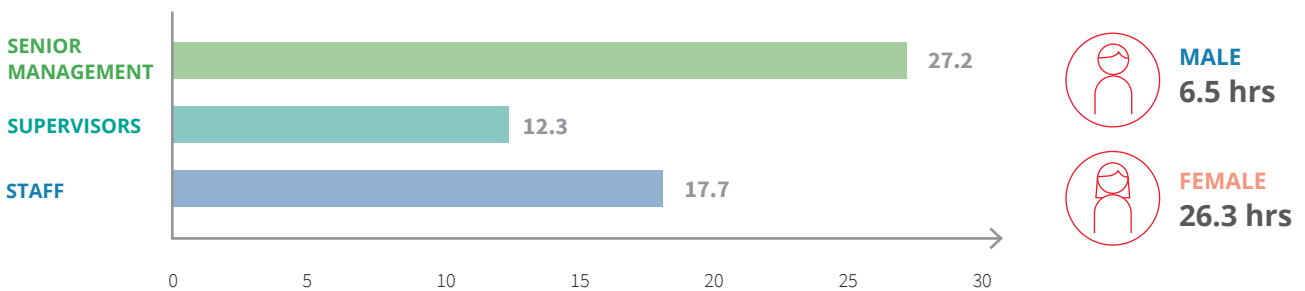
POLICIES AND PRACTICES [103-2][103-3]

Chuan Hup's learning and development policy places emphasis on self-development whereby employees are encouraged to explore specific skillsets that they wish to develop and they will be supported by the Company, as appropriate. This enables and empowers our employees to take ownership of their personal growth and career development that may in turn improve their work productivity and efficiency.

TARGETS & PERFORMANCE [404-1][402-2][404-3]

Our employees at all levels participated in both internal and external training like information sessions about regulatory changes, market-specific seminars and training on the use of new digital software. In FY2021, Chuan Hup employees underwent 328 hours of training, a significant increase from FY2020 (182 hours).

Figure 11. Breakdown of FY2021 average training hours by employee category and gender



An annual performance review for all employees was conducted by our HR department, which may come in the form of talent performance and career development evaluations. In FY2021, 100% of our employees underwent the annual performance review. This motivated employees to track their progress and identify potential areas of improvement that they should work on in the coming phase.



GRI CONTENT INDEX

GRI Standards Disclosures		Reference Page(s) or Reasons for Omission
General Disclosures		
Organisational Profile		
102-1	Name of the organisation	About Chuan Hup; Page 3
102-2	Activities, brands, products and services	About Chuan Hup; Page 3
102-3	Location of headquarters	About Chuan Hup; Page 3
102-4	Location of operations	About Chuan Hup; Page 3
102-5	Ownership and legal form	About Chuan Hup; Page 3
102-6	Markets served	About Chuan Hup; Page 3
102-7	Scale of the organisation	About Chuan Hup; Page 3
102-8	Information on employees and other workers	Our People; Page 12
102-9	Supply chain	N.A. as Chuan Hup does not engage any suppliers
102-10	Significant changes to the organisation and its supply chain	None
102-11	Precautionary principle or approach	Chuan Hup does not specifically address the Precautionary Principle. However, our approach to sustainability matters is risk-based
102-12	External initiatives	None
102-13	Membership of associations	None
Strategy		
102-14	Statement from senior decision-maker	Statement from our Board; Page 1
Ethics and Integrity		
102-16	Values, principles, standards and norms of behaviour	Our Governance; Page 8
Governance		
102-18	Governance structure	Sustainability Governance; Page 4
Stakeholder Engagement		
102-40	List of stakeholder groups	Stakeholder Engagement; Page 7
102-41	Collective bargaining agreements	No collective bargaining agreements are in place
102-42	Identifying and selecting stakeholders	Stakeholder Engagement; Page 7
102-43	Approach to stakeholder engagement	Stakeholder Engagement; Page 7
102-44	Key topics and concerns raised	Stakeholder Engagement; Page 7
Reporting Practice		
102-45	Entities included in the consolidated financial statements	Refer to Annual Report
102-46	Defining report content and topic boundaries	About the Report; Page 2
102-47	List of material topics	Materiality Assessment; Page 5
102-48	Restatement of information	None
102-49	Changes in reporting	None
102-50	Reporting period	About the Report; Page 2
102-51	Date of most recent report	About the Report; Page 2
102-52	Reporting cycle	About the Report; Page 2
102-53	Contact point for questions regarding the report	About the Report; Page 2
102-54	Claims of reporting in accordance with the GRI Standards	About the Report; Page 2
102-55	GRI content index	GRI Content Index; Pages 17-19
102-56	External assurance	About the Report; Page 2



GRI CONTENT INDEX (Cont'd)

GRI Standards Disclosures		Reference Page(s) or Reasons for Omission
Topic-specific Standards and Disclosures		
Sound Corporate Governance and Business Ethics		
103-1	Explanation of the material topic and its boundary	Corporate Governance, Business Ethics and Compliance to Laws; Page 8-9
103-2	The management approach and its components	Corporate Governance, Business Ethics and Compliance to Laws; Page 8-9
103-3	Evaluation of the management approach	Corporate Governance, Business Ethics and Compliance to Laws; Page 8-9
205-3	Confirmed incidents of corruption and actions taken	Corporate Governance, Business Ethics and Compliance to Laws; Page 8-9
Regulatory Compliance		
103-1	Explanation of the material topic and its boundary	Corporate Governance, Business Ethics and Compliance to Laws; Pages 8-9
103-2	The management approach and its components	Corporate Governance, Business Ethics and Compliance to Laws; Pages 8-9
103-3	Evaluation of the management approach	Corporate Governance, Business Ethics and Compliance to Laws; Pages 8-9
307-1	Non-compliance with environmental laws and regulations	Corporate Governance, Business Ethics and Compliance to Laws; Pages 8-9
419-1	Non-compliance with laws and regulations in the social and economic area	Corporate Governance, Business Ethics and Compliance to Laws; Pages 8-9
Digitalisation and Information Security		
103-1	Explanation of the material topic and its boundary	Digitalisation and Information Security; Page 9-11
103-2	The management approach and its components	Digitalisation and Information Security; Page 9-11
103-3	Evaluation of the management approach	Digitalisation and Information Security; Page 9-11
Non-GRI	Substantiated complaints concerning breaches of privacy and loss of organisation's data	Digitalisation and Information Security; Page 9-11
Health & Safety		
103-1	Explanation of the material topic and its boundary	Health and Safety; Pages 13-15
103-2	The management approach and its components	Health and Safety; Pages 13-15
103-3	Evaluation of the management approach	Health and Safety; Pages 13-15
403-1	Occupational health and safety management system	N.A.
403-2	Hazard identification, risk assessment and incident investigation	N.A.
403-3	Occupational Health Services	N.A.
403-4	Worker participation, consultation and communication on occupational health and safety	N.A.
403-5	Worker training on occupational health and safety	N.A.
403-6	Promotion of worker health	Health and Safety; Pages 13-15
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	N.A.
403-9	Work-related injuries	Health and Safety; Pages 13-15
403-10	Work-related ill health	Health and Safety; Pages 13-15

GRI Standards Disclosures		Reference Page(s) or Reasons for Omission
Talent Management		
103-1	Explanation of the material topic and its boundary	Talent Management, Page 16
103-2	The management approach and its components	Talent Management, Page 16
103-3	Evaluation of the management approach	Talent Management, Page 16
404-1	Average hours of training per employee	Talent Management, Page 16
404-2	Programmes for upgrading employee skills and transition assistance programmes	Talent Management, Page 16
404-3	Percentage of employees receiving regular performance and career development reviews	Talent Management, Page 16



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